

ORDINANCE NO. 2007

AN ORDINANCE AMENDING SECTION 14.01 OF THE
TOWN OF HOLLYWOOD PARK EMPLOYEE MANUAL

WHEREAS, it is in the interest of the citizens of the Town of Hollywood Park that the municipal offices and officers maintain an efficient and orderly workplace; and

WHEREAS, the Town has written personnel policies intended to facilitate such workplace and which must be reviewed from time to time in order to adjust in accord with current law and the realities of the workplace; and

WHEREAS, the Town Council has considered and believes that the following changes to the personnel policies will facilitate and orderly and efficient workplace.

I.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE TOWN OF HOLLYWOOD PARK, that Section 14.01 of the Hollywood Park Employee Manual be and is hereby AMENDED, that the mayor shall instruct the appropriate City personnel to update the official policy with this version which shall read as follows:

14.01 POLICY

It is the policy of the City insofar as possible to prevent the occurrence of grievances and to deal promptly with those which do occur. No adverse action will be taken against an employee for reason of his or her good faith exercise of the grievance right.

A grievance may be filed by an employee on one or more of the following grounds: improper application of rules, regulations and procedures (but not the rules, regulations and procedures themselves); unfair treatment; harassment, illegal discrimination based on race, religion, color, sex, age, disability, or national origin, genetic information, sexual orientation, or gender identity; disciplinary action taken without just cause; improper application of fringe benefits; or improper working conditions.

The Town of Hollywood Park follows a progressive grievance procedure which ensures the employee due process in the City's consideration of his or her work-related grievances: the right to be represented, the right to mount a defense, and the right to present written response(s) regarding resolution of the grievance.

If an employee has a grievance against a fellow employee who is not a supervisor, or against a third-party from outside the City, the employee should file the grievance with their immediate supervisor. If the grievance is against a supervisor, department head or against a member of the City Council, the employee may file their grievance directly with the Mayor. If the grievance is against the Mayor, the employee must file their grievance with the Mayor Pro Tem. The Mayor or, in the case of a grievance against the Mayor, the Mayor Pro Tem, shall provide a copy of any grievance to the entire City Council before the end of the second business day after receiving any grievance.

II.

CUMULATIVE CLAUSE

This Ordinance shall be cumulative of all provisions of the Town of Hollywood Park except where the provisions of this Ordinance are in direct conflict with the provisions of such Ordinance, in which event the conflicting provisions of such Ordinance are hereby repealed.

**III.
SEVERABILITY**

It is hereby declared to be the intent of the Town Council of the Town of Hollywood Park that the phrases, clauses, sentences, paragraphs, and sections of this Ordinance are severable, and if any phrase, clause, sentence, paragraph, or section of this Ordinance should be declared unconstitutional by the valid judgement or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of the Ordinances, since the same would have been enacted by the Town Council without incorporation in this ordinance of any such unconstitutional phrases, sentences, paragraphs, or sections.

**IV.
PROPER NOTICE AND MEETING**

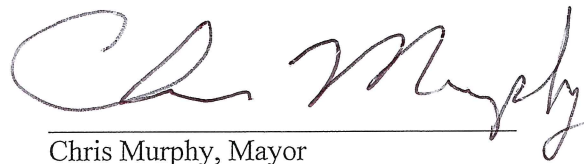
It is hereby officially found and determined that the meeting at which this Ordinance was adopted was open to the public and that public notice of the time, place, and purpose of said meeting was given as required by the Open Meetings Act, Chapter 551 of the Texas Government

**V.
EFFECTIVE DATE**

BE IT FURTHER ORDAINED BY THE CITY COUNCIL OF THE TOWN OF HOLLYWOOD PARK, that the above amended Section 14.01 of the Hollywood Park Employee Manual shall be effective upon passage and publication as required by state and local law.

PASSED AND APPROVED by the Town Council of the Town of Hollywood Park on this 23rd day of February, 2021.

Approved:


Chris Murphy, Mayor

Attest:


Jeannette Huggins, City Secretary

Approved as to form:


Ryan Henry, City Attorney